

## **EXHIBIT 2**

**In The Matter Of:**  
*Christopher B. Hardy vs.*  
*Carthage Independent School District*

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*Elzie Hicks*  
*December 30, 2021*

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Christopher B. Hardy vs.  
Carthage Independent School District

Elzie Hicks  
December 30, 2021

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1                   IN THE UNITED STATES DISTRICT COURT  
2                   FOR THE EASTERN DISTRICT OF TEXAS  
3                   MARSHALL DIVISION

3   CHRISTOPHER B. HARDY,           )  
4       Plaintiff,                    )  
5   vs.                                ) CIVIL ACTION NO. 2:19-cv-277  
6   CARTHAGE INDEPENDENT        )  
7   SCHOOL DISTRICT,             )  
8       Defendant.                 ) JURY DEMANDED

8   \*\*\*\*\*

9                   ORAL DEPOSITION OF  
10                  ELZIE HICKS  
11                  December 30, 2021  
12                  (Reported Remotely)

13   \*\*\*\*\*

14                  ORAL DEPOSITION OF ELZIE HICKS, produced as a  
15   witness at the instance of the Plaintiff and duly sworn,  
16   was taken in the above-styled and numbered cause on the  
17   30th day of December, 2021, from 12:57 p.m. to  
18   4:44 p.m., via remote conference, before Roland W.  
19   Scott, Certified Shorthand Reporter in and for the State  
20   of Texas, reported by computerized stenotype machine at  
21   No. 1 Bulldog Drive, Carthage, Texas 75633, pursuant to  
22   the Federal Rules of Civil Procedure and the provisions  
23   stated on the record or attached hereto.  
24  
25

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1                   APPEARANCES

2

3   FOR PLAINTIFF:  
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11   FOR DEFENDANT:  
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24   ALSO PRESENT:  
25      Mr. Russell McKean - Zoom Host  
        Mr. Christopher B. Hardy

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EXHIBITS		
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1	8-page PDF - Copy of letter - Re: EEOC Charge No. 450-2018-00224, Bates CISD 000001 through 000008	14
2	1-page PDF - Carthage ISD Organizational Chart, 2016-2017	22
3	1-page PDF - Scott Surratt Compensation, 2017-2018	44
4	2-page PDF - Superintendent Compensation, 2016-2017 and 2017-2018	47
5	5-page PDF - Safety Program/Risk Management, 04/21/2014	51
6	3-page PDF - Safety Program/Risk Management, 10/2/2015	53

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DEFENDANT'S EXHIBITS		
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1	1-page PDF - Document from Ms. Donna Porter, CISD 000315	109
2	2-page PDF - List of released employees, CISD 000021 and 22	115
3	3-page PDF - CKE policy dated 10/2/2015, Hardy_000269 through 271	125
4	1-page PDF - Email exchange between Paul Howe and Steve Zurline, CISD 000035	125
5	1-page PDF - Copy of letter dated July 15, 2014, from J. Glenn Hambrick to Chris Hardy	128

<p>12:57:05-12:58:23 Page 5</p> <p>1 PROCEEDINGS</p> <p>2 <b>THE REPORTER:</b> My name is Roland Scott,</p> <p>3 Texas CSR 2269. I am reporting the deposition remotely</p> <p>4 by stenographic means from Alvin, Texas. The witness is</p> <p>5 located at No. 1 Bulldog Drive, Carthage, Texas.</p> <p>6 <b>MR. FOSTER:</b> My name is Ben Foster; and I</p> <p>7 am counsel for the Plaintiff in this case, Christopher</p> <p>8 Hardy.</p> <p>9 <b>MS. MOONEY:</b> I'm Andrea Mooney, and I'm</p> <p>10 counsel for Carthage Independent School District.</p> <p>11 <b>MR. EICHELBAUM:</b> Dennis Eichelbaum,</p> <p>12 counsel for the Defendant.</p> <p>13 <b>MS. DARLING:</b> Emma Darling, counsel for</p> <p>14 the Defendant.</p> <p>15 ELZIE HICKS,</p> <p>16 having been first duly sworn, testified as follows:</p> <p>17 <b>EXAMINATION</b></p> <p>18 <b>BY MR. FOSTER:</b></p> <p>19 Q. Good afternoon, Mr. Hicks.</p> <p>20 A. <b>Good afternoon.</b></p> <p>21 Q. Before we get started, a couple housekeeping</p> <p>22 matters.</p> <p>23 Have you ever been deposed before?</p> <p>24 A. <b>No.</b></p> <p>25 Q. Okay. And, so, obviously you've never had a</p>	<p>12:59:23-01:00:27 Page 7</p> <p>1 Q. All right. I want to start by just asking you:</p> <p>2 What is your role in relationship to the Carthage</p> <p>3 Independent School District?</p> <p>4 A. <b>I'm a Board member at the Carthage Independent</b></p> <p>5 <b>School District.</b></p> <p>6 Q. Okay. Does that mean you're on the school</p> <p>7 Board of the school district?</p> <p>8 A. <b>Yes.</b></p> <p>9 Q. And that's an elected position, right?</p> <p>10 A. <b>Yes.</b></p> <p>11 Q. How long have you served on the Board?</p> <p>12 A. <b>Approximately 14 years, 15 years, somewhere in</b></p> <p>13 <b>there.</b></p> <p>14 Q. How many Board members are there?</p> <p>15 A. <b>There are six besides myself.</b></p> <p>16 Q. So, seven total, right?</p> <p>17 A. <b>Yes.</b></p> <p>18 Q. Okay. And does that number -- has that number</p> <p>19 changed over the years; or the whole time you've been on</p> <p>20 the Board, it's always been seven?</p> <p>21 A. <b>Yes.</b></p> <p>22 Q. Okay. And when you said "yes" there, you mean</p> <p>23 the whole time you've been on the Board, there's always</p> <p>24 been seven Board members, right?</p> <p>25 A. <b>Correct.</b></p>
<p>12:58:28-12:59:22 Page 6</p> <p>1 Zoom deposition, either, right?</p> <p>2 A. <b>No.</b></p> <p>3 Q. Okay. So, a couple of deposition ground rules</p> <p>4 and then --</p> <p>5 A. <b>I've been deposed in a Federal case. I've been</b></p> <p>6 <b>deposed in other cases, like insurance, stuff like that.</b></p> <p>7 Q. Okay. We'll talk about that some more in a</p> <p>8 minute here; but let's start with just a couple of basic</p> <p>9 rules for depositions, which are especially important</p> <p>10 for Zoom depositions.</p> <p>11 So, the first thing is it's very important</p> <p>12 that you give audible answers to questions. If you want</p> <p>13 to say "yes" or you want to say "no," say those words.</p> <p>14 Don't shake your head and nod your head because that</p> <p>15 stuff can't be picked up by the court reporter and will</p> <p>16 never be clear through the camera.</p> <p>17 Does that make sense?</p> <p>18 A. <b>Yes.</b></p> <p>19 Q. It's important in normal depositions but it's</p> <p>20 extra important in Zoom depositions that you let me</p> <p>21 finish my question before you answer it and that I let</p> <p>22 you finish your answer before I ask my next question.</p> <p>23 So, let's both try to do our best not to talk over each</p> <p>24 other. Okay?</p> <p>25 A. <b>Yes.</b></p>	<p>01:00:28-01:02:02 Page 8</p> <p>1 Q. Okay. Now, you know the Plaintiff, Christopher</p> <p>2 Hardy; is that right?</p> <p>3 A. <b>Yes.</b></p> <p>4 Q. Okay. And Mr. Hardy used to work for the</p> <p>5 Carthage Independent School District, right?</p> <p>6 A. <b>Correct.</b></p> <p>7 Q. Okay. I want to start today -- and I'm going</p> <p>8 to try to go somewhat in chronological order. So, I</p> <p>9 want to start today by talking about Mr. Hardy getting</p> <p>10 hired by Carthage Independent School District.</p> <p>11 Were you involved in the process of hiring</p> <p>12 Mr. Hardy?</p> <p>13 A. <b>Yes.</b></p> <p>14 Q. Okay. Can you explain what the Board's role in</p> <p>15 that was versus what the superintendent's role was?</p> <p>16 A. <b>The Board's role was to approve for hire</b></p> <p>17 <b>members that the superintendent brought to us for the</b></p> <p>18 <b>position that we had agreed to add to the district. The</b></p> <p>19 <b>superintendent's role was to seek out qualified</b></p> <p>20 <b>individuals for the position of an RSO officer -- SRO</b></p> <p>21 <b>officer.</b></p> <p>22 Q. All right. So, I want to talk about this SRO</p> <p>23 position quite a bit today; but we'll get to that in a</p> <p>24 minute. I want to start by just talking at a basic</p> <p>25 level.</p>

<p>01:02:02-01:03:12 Page 9</p> <p>1 If I understood your answer, the</p> <p>2 superintendent found a group of candidates and presented</p> <p>3 them to the Board; is that right?</p> <p>4 <b>A. Yes.</b></p> <p>5 Q. Okay. And then what exactly was your role?</p> <p>6 Did the Board pick who got hired; or did they just</p> <p>7 approve some subset, some group, of those candidates?</p> <p>8 How did that work?</p> <p>9 <b>A. Well, the Board approved who would be qualified</b></p> <p>10 <b>for the job. That was the Board's position on it.</b></p> <p>11 Q. Okay. Do you have a recollection of how many</p> <p>12 candidates the superintendent brought to you for this</p> <p>13 SRO position?</p> <p>14 <b>A. It's been such a long time. I can't exactly</b></p> <p>15 <b>recall how many individuals that was brought at this</b></p> <p>16 <b>time.</b></p> <p>17 Q. Okay. But Mr. Hardy was one of the individuals</p> <p>18 who was presented; is that right?</p> <p>19 <b>A. No. Mr. Hardy was not brought to the Board.</b></p> <p>20 <b>Mr. Hardy was recommended by myself and</b></p> <p>21 <b>another Board member after the search had initially</b></p> <p>22 <b>begun.</b></p> <p>23 Q. Okay. Why did you recommend Mr. Hardy?</p> <p>24 <b>A. After the deliberation that we had had as Board</b></p> <p>25 <b>members, we wanted someone who would be qualified not</b></p>	<p>01:04:50-01:05:55 Page 11</p> <p>1 Mr. Hardy?</p> <p>2 <b>MS. MOONEY:</b> Objection. Form.</p> <p>3 <b>A. Yeah. He spoke about -- something about</b></p> <p>4 <b>Mr. Hardy would mess with young girls or something like</b></p> <p>5 <b>that. It was outrageous what he brought to me, you</b></p> <p>6 <b>know; and I just kind of told him I don't know anything</b></p> <p>7 <b>about that.</b></p> <p>8 <b>And then he spoke to me that if anything</b></p> <p>9 <b>happened, you know, it would be held against me.</b></p> <p>10 Q. (By Mr. Foster) Was there anything specific</p> <p>11 that he brought to your attention? I mean, did he, you</p> <p>12 know, identify a specific incident or something he'd</p> <p>13 heard about in the community; or was it more sort of</p> <p>14 vague?</p> <p>15 <b>A. Just vague.</b></p> <p>16 <b>MS. MOONEY:</b> Objection. Form.</p> <p>17 <b>And I'm just going to remind you,</b></p> <p>18 <b>Mr. Hicks, anything that was mentioned during closed</b></p> <p>19 <b>session, we need to make sure to not answer those</b></p> <p>20 <b>questions. So, just bring that to our attention because</b></p> <p>21 <b>that could possibly violate a law with personal</b></p> <p>22 <b>responsibility under the law. So, just anything that is</b></p> <p>23 <b>asked of you that was mentioned in closed session, you</b></p> <p>24 <b>need to bring that to our attention and not answer those</b></p> <p>25 <b>questions.</b></p>
<p>01:03:17-01:04:47 Page 10</p> <p>1 <b>only for working as an officer but someone who had some</b></p> <p>2 <b>school experience. But it was a plus for Mr. Hardy</b></p> <p>3 <b>because he had relationships in the community, also.</b></p> <p>4 Q. Did the superintendent present at least some of</p> <p>5 his own candidates?</p> <p>6 <b>A. If I remember correctly, yes, he did.</b></p> <p>7 Q. And at this time the superintendent was a</p> <p>8 Dr. Glenn Hambrick, right?</p> <p>9 <b>A. Yes.</b></p> <p>10 Q. Okay. Do you recall at the time what</p> <p>11 Mr. Hambrick's opinion was of whether they should hire</p> <p>12 Mr. Hardy or not?</p> <p>13 <b>MS. MOONEY:</b> Objection. Form.</p> <p>14 Q. (By Mr. Foster) You can still answer the</p> <p>15 question if you understood it; but if you didn't, I'm</p> <p>16 happy to rephrase it.</p> <p>17 <b>A. I can't answer about his opinion, but I can</b></p> <p>18 <b>tell you what he spoke to me was he was not in favor.</b></p> <p>19 Q. And did he explain why he wasn't in favor?</p> <p>20 <b>MS. MOONEY:</b> Objection. Form.</p> <p>21 <b>A. Again, I can't speculate what his opinion was;</b></p> <p>22 <b>but based on what he told me was about hearsay, that he</b></p> <p>23 <b>had heard things on Mr. Hardy.</b></p> <p>24 Q. (By Mr. Foster) Okay. Was he specific -- did</p> <p>25 he tell you what he claimed to have heard about</p>	<p>01:05:55-01:07:10 Page 12</p> <p>1 <b>THE WITNESS:</b> Okay. Yeah. But what I</p> <p>2 stated was --</p> <p>3 <b>MS. MOONEY:</b> If it was just a personal</p> <p>4 conversation, yes.</p> <p>5 <b>THE WITNESS:</b> -- personal conversation,</p> <p>6 yes.</p> <p>7 <b>MR. FOSTER:</b> Andrea, I just want to make</p> <p>8 sure I understand you-all's position on this. You-all's</p> <p>9 position is that the witness can't answer any questions</p> <p>10 about what happened at closed session because why?</p> <p>11 <b>MS. MOONEY:</b> Because under the law, if a</p> <p>12 Board member talks about what occurred in a closed</p> <p>13 meeting, they have personal liability for that, criminal</p> <p>14 and civil, which can include a fine, I think, of up to</p> <p>15 \$20,000 and jail time.</p> <p>16 <b>MR. FOSTER:</b> Okay. You don't have to do</p> <p>17 it right now, but at some point can you send me whatever</p> <p>18 you think the statutory authority is for that?</p> <p>19 <b>MS. MOONEY:</b> Sure.</p> <p>20 Q. (By Mr. Foster) So, from what you've said so</p> <p>21 far, it sounds like Dr. Hambrick was not in favor of</p> <p>22 hiring Mr. Hardy. Is that fair?</p> <p>23 <b>MS. MOONEY:</b> Objection. Form.</p> <p>24 <b>A. Once again, the personal opinion -- you know, I</b></p> <p>25 <b>would say that's your conclusion.</b></p>

03:39:55-03:41:28

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1 **MS. MOONEY:** Objection. Form.  
 2 **A. Yes.**  
 3 Q. (By Mr. Foster) And you did, in fact, sign  
 4 that, right?  
 5 **MS. MOONEY:** Objection. Form.  
 6 **A. It was not to sign. It was to agree with.**  
 7 Q. (By Mr. Foster) Help me out with that.  
 8 How were you supposed to indicate that you  
 9 agreed with it?  
 10 **A. Just a school policy that with any progress or**  
 11 **any meeting that was in closed session, which was**  
 12 **procedure, that it was -- after the situation with**  
 13 **Mr. Hardy, it was being read out to the public -- to the**  
 14 **Board members as we went into closed session.**  
 15 Q. Do you know why the decision was made to read  
 16 that policy to the school board?  
 17 **MS. MOONEY:** Objection. Form.  
 18 **A. Not for sure, but I have an idea.**  
 19 Q. (By Mr. Foster) What's your idea?  
 20 **MS. MOONEY:** Objection. Form.  
 21 **A. Just speculating.**  
 22 Q. (By Mr. Foster) Speculate.  
 23 **MS. MOONEY:** Objection. Form.  
 24 **A. It was to cover himself, I guess. I don't**  
 25 **know.**

03:41:28-03:43:07

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1 Q. (By Mr. Foster) When you say "himself," you  
 2 mean Hambrick?  
 3 **A. The superintendent.**  
 4 Q. We talked a lot earlier today about how you --  
 5 when the decision was being made to hire Mr. Hardy,  
 6 there was a conversation that you had with Mr. Hambrick  
 7 and some comments that Mr. Hambrick made about some  
 8 allegations regarding Mr. Hardy and some inappropriate  
 9 conduct.  
 10 Do you remember talking about that?  
 11 **MS. MOONEY:** Objection. Form.  
 12 **A. Yes.**  
 13 Q. (By Mr. Foster) Was it just you and Hambrick  
 14 who had that conversation, or was there another member  
 15 of the school board there with you?  
 16 **MS. MOONEY:** Objection. Form.  
 17 **A. When the recommendation was brought up to hire**  
 18 **Mr. Hardy, it was not only myself, it was another Board**  
 19 **member of Mr. Frank Willis, who also was in a meeting --**  
 20 **not meeting -- but was with me when we recommended**  
 21 **Mr. Hardy to have an opportunity for the position.**  
 22 Q. (By Mr. Foster) So, this conversation that you  
 23 had with Mr. Hambrick that we talked about before today,  
 24 that would have been you, Mr. Hambrick, and Frank  
 25 Willis, right?

03:43:10-03:44:51

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1 **MS. MOONEY:** Objection. Form.  
 2 **A. Correct.**  
 3 Q. (By Mr. Foster) So, I'm going to ask a bunch of  
 4 questions; and my prediction is that your lawyers will  
 5 instruct you not to answer every single one of them.  
 6 Okay? Here we go.  
 7 Was there a discussion about the decision  
 8 to terminate Chris Hardy during a closed session of the  
 9 school board?  
 10 **MS. MOONEY:** Objection to form and  
 11 objection to any discussions that were held in closed  
 12 session and instruction not to respond.  
 13 **A. No comment.**  
 14 Q. (By Mr. Foster) Did Mr. Hambrick --  
 15 Dr. Hambrick ever discuss during a closed session  
 16 exactly why he was making the choices he was making to  
 17 cut the budgets and the way he was cutting them?  
 18 **MS. MOONEY:** Objection to form and  
 19 objection to anything that was discussed in closed  
 20 session and instruction to the witness not to answer.  
 21 **A. No comment.**  
 22 Q. (By Mr. Foster) Did the school board, in closed  
 23 session, ever discuss the backlash from the community  
 24 regarding the termination of Chris Hardy?  
 25 **MS. MOONEY:** Objection. Form. And

03:44:53-03:59:14

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1 objection as to anything discussed during closed session  
 2 and instruction to the witness not to answer.  
 3 **A. No comment.**  
 4 Q. (By Mr. Foster) Did Dr. Hambrick give any  
 5 public comment that you're aware of regarding the budget  
 6 cuts?  
 7 **MS. MOONEY:** Objection. Form.  
 8 **A. No, not to my -- not that I remember.**  
 9 **MR. FOSTER:** All right. Give me five  
 10 minutes. I'm just about winding up here. I just want  
 11 to look over my outline and look through the rest of the  
 12 exhibits I picked. I might have a couple more  
 13 questions, maybe not. We'll see. But let's take five.  
 14 (Recess taken)  
 15 **MR. FOSTER:** Andrea, I want to understand  
 16 and -- make sure I understand the basis of the school's  
 17 objection to this witness testifying about matters  
 18 raised in closed session.  
 19 I assume that even if I was prepared to  
 20 eject Mr. Hardy from this call and agree to designate  
 21 the remainder of this deposition as attorneys' eyes only  
 22 via stipulation for now, followed up with a protective  
 23 order in the next couple of days -- the Eastern District  
 24 standard order is fine -- you still would not allow him  
 25 to answer these questions, right?



<p>03:59:16-04:00:09 Page 105</p> <p>1 <b>MS. MOONEY: Correct.</b></p> <p>2 <b>MR. FOSTER:</b> That's right? Sorry. I</p> <p>3 didn't hear you.</p> <p>4 <b>MS. MOONEY:</b> Correct.</p> <p>5 <b>MR. FOSTER:</b> Okay. Great.</p> <p>6 In that light, then, Mr. Hicks, I don't</p> <p>7 have any further questions for you at this time.</p> <p>8 <b>EXAMINATION</b></p> <p>9 <b>BY MS. MOONEY:</b></p> <p>10 Q. Mr. Hicks, I'm going to try to be as succinct</p> <p>11 as a lawyer can be with you.</p> <p>12 So, you were asked earlier by counsel</p> <p>13 whether you agreed to have us as your counsel.</p> <p>14 Did you want to expand on that a little</p> <p>15 bit more?</p> <p>16 <b>A. Well, when he -- when he spoke to me, I thought</b></p> <p>17 <b>he was talking about did I have a personal lawyer here.</b></p> <p>18 <b>I didn't understand the fact that he was talking about</b></p> <p>19 <b>was I being represented by the school.</b></p> <p>20 <b>In my school capacity you are the lawyers</b></p> <p>21 <b>for the school district, and in that capacity you are</b></p> <p>22 <b>representing me.</b></p> <p>23 Q. Okay. And do you object to us representing you</p> <p>24 today at this deposition?</p> <p>25 <b>A. Not in that position, no.</b></p>	<p>04:01:10-04:02:26 Page 107</p> <p>1 (Discussion off the record)</p> <p>2 Q. (By Ms. Mooney) Do you need me to ask the</p> <p>3 question again?</p> <p>4 <b>A. Yes.</b></p> <p>5 Q. The policy that we discussed from 2015 CKE that</p> <p>6 was actually passed, the Board had to vote to approve</p> <p>7 that, correct?</p> <p>8 <b>MR. FOSTER:</b> Objection. Form.</p> <p>9 <b>A. Correct.</b></p> <p>10 Q. (By Ms. Mooney) And did you vote for or against</p> <p>11 it, or you don't remember?</p> <p>12 <b>A. I don't remember.</b></p> <p>13 Q. But the bottom line is Mr. Hardy was considered</p> <p>14 an at-will employee because he did not have a contract,</p> <p>15 correct?</p> <p>16 <b>MR. FOSTER:</b> Objection. Form.</p> <p>17 <b>A. At that basis he would have been considered an</b></p> <p>18 <b>at-will employee.</b></p> <p>19 Q. (By Ms. Mooney) So, let's just say he's Chief</p> <p>20 of Police; and that's his title. That's what he ended</p> <p>21 up having as his title.</p> <p>22 Does Chief of Police have any entitlement</p> <p>23 under the law to a contract?</p> <p>24 <b>MR. FOSTER:</b> Objection. Form.</p> <p>25 <b>A. Not under the constitutional law; but if it's</b></p>
<p>04:00:11-04:01:10 Page 106</p> <p>1 Q. In that capacity?</p> <p>2 <b>A. Right.</b></p> <p>3 Q. And would you have any of the information that</p> <p>4 you provided earlier to these questions if not but for</p> <p>5 your role as a board of trustee -- as a member of the</p> <p>6 Board of Trustees?</p> <p>7 <b>A. State it again.</b></p> <p>8 Q. Would you have any of the answers to the</p> <p>9 questions that you provided earlier if you were not a</p> <p>10 member of the Carthage ISD Board of Trustees?</p> <p>11 <b>A. No.</b></p> <p>12 Q. So, we talked earlier about Mr. Hardy and that</p> <p>13 he came in 2014 and at the time there was some thought</p> <p>14 he may have a contract and then he ended up not having a</p> <p>15 contract.</p> <p>16 Do you recall that conversation?</p> <p>17 <b>A. Yes.</b></p> <p>18 Q. And that the policy that we discussed, that was</p> <p>19 actually passed in 2015, the Board of Directors voted on</p> <p>20 that, correct, because a policy doesn't get passed</p> <p>21 unless the Board votes on it?</p> <p>22 <b>MR. FOSTER:</b> Objection. Form.</p> <p>23 <b>THE REPORTER:</b> A moment, please.</p> <p>24 Mr. Foster's objection overrode the</p> <p>25 witness' answer.</p>	<p>04:02:30-04:03:36 Page 108</p> <p>1 <b>in Board policy, he is supposed to have a contract.</b></p> <p>2 Q. (By Ms. Mooney) But the Board policy in place</p> <p>3 in 2015 did not say that he had a contract, correct?</p> <p>4 <b>A. In 2015.</b></p> <p>5 Q. Right. And, so, you've been a Board member for</p> <p>6 how long for this school district?</p> <p>7 <b>A. Approximately 14 years.</b></p> <p>8 Q. So, you're familiar with there's types of</p> <p>9 employees and categories of employees in school</p> <p>10 districts who are required to have contracts; and there</p> <p>11 are those that are not required to have contracts,</p> <p>12 correct?</p> <p>13 <b>MR. FOSTER:</b> Objection. Form.</p> <p>14 <b>A. Correct.</b></p> <p>15 Q. (By Ms. Mooney) And a police officer is not</p> <p>16 required to have a contract under the law, correct?</p> <p>17 <b>MR. FOSTER:</b> Objection. Form.</p> <p>18 <b>A. Under -- I'll state it again.</b></p> <p>19 <b>Not under the law -- the constitutional</b></p> <p>20 <b>law; but as a Board law, if it's implemented in policy,</b></p> <p>21 <b>he's supposed to.</b></p> <p>22 Q. (By Ms. Mooney) But the 2015 policy that we</p> <p>23 looked at earlier did not have that -- did not have that</p> <p>24 in there, correct, that Mr. Hardy was entitled to a</p> <p>25 contract?</p>